



New Opportunities for Gender Inclusion

City of Richmond
Diversity Symposium

November 2, 2018
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“Since she’s transitioned, she’s just blossomed. It’s a beautiful thing to see your child be true to who they are.”

Acknowledgement

We want to acknowledge that this work takes place on the ancestral, traditional and unceded territories of the x^wməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), and Tseil-waututh Nations.



- Learn about Vancouver's experience in implementing Trans, Gender Diverse, and Two-Spirit inclusion strategies and programs.
- Learn about addressing systemic barriers through community engagement, staff training, and the reframing of customer service.
- Learn about the development of communication and programming protocols.

The Vancouver Park Board seeks:

“To be leaders in parks and recreation by **connecting people** to green space, active living and community.”

To provide **safe, inclusive** experiences in our programs and facilities for all residents of Vancouver.



TGD2S Experiences of Recreation Facilities

60% experience challenges or barriers to access

34% feel unsafe or afraid

53% experience social anxiety

42% avoid facilities due to lack of washroom or change room options

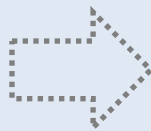
“Change rooms are very anxiety provoking, especially when I'm going to the fitness centre.”

“I've been yelled at by a lifeguard for using a family change room”

“I don't trust program facilitators and participants to not be transphobic.”

Barriers facing Trans, Gender Diverse, & Two-Spirit individuals

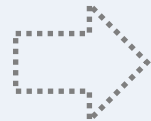
- **Change rooms**
- **Forms**
- **Finances**
- **Programs**
- **Staff**
- **Washrooms**



What are the barriers to equal participation for trans* and gender diverse community members?



How do we reduce these barriers and build clear paths into our community centres and parks for trans* and gender diverse community members?



How can expanding options in gendered services and physical spaces foster more safe, respectful, and welcoming parks for all?

Increased discrimination based on intersecting forms of oppression (ableism, racism, classism, homophobia)

Limited/restricted access to **health services**

ATTEMPTED SUICIDE RATES ARE **9 TIMES HIGHER** THAN THE NATIONAL AVERAGE

78% Harassment in School (K-12)

CONFLICT WITH AND/OR REJECTED BY FAMILY & FRIENDS

HIGH MEDICAL COSTS

TRANS PHOBIA

35% ARE PHYSICALLY **ASSAULTED**

41% OF TRANSGENDER PEOPLE ATTEMPT SUICIDE

Verbal Harassment

HARASSED BULLIED IN SCHOOL

Challenges Obtaining ID to Match Gender

More likely to be **prosecuted** and **incarcerated** than other groups with similar arrest rates

WORKPLACE DISCRIMINATION

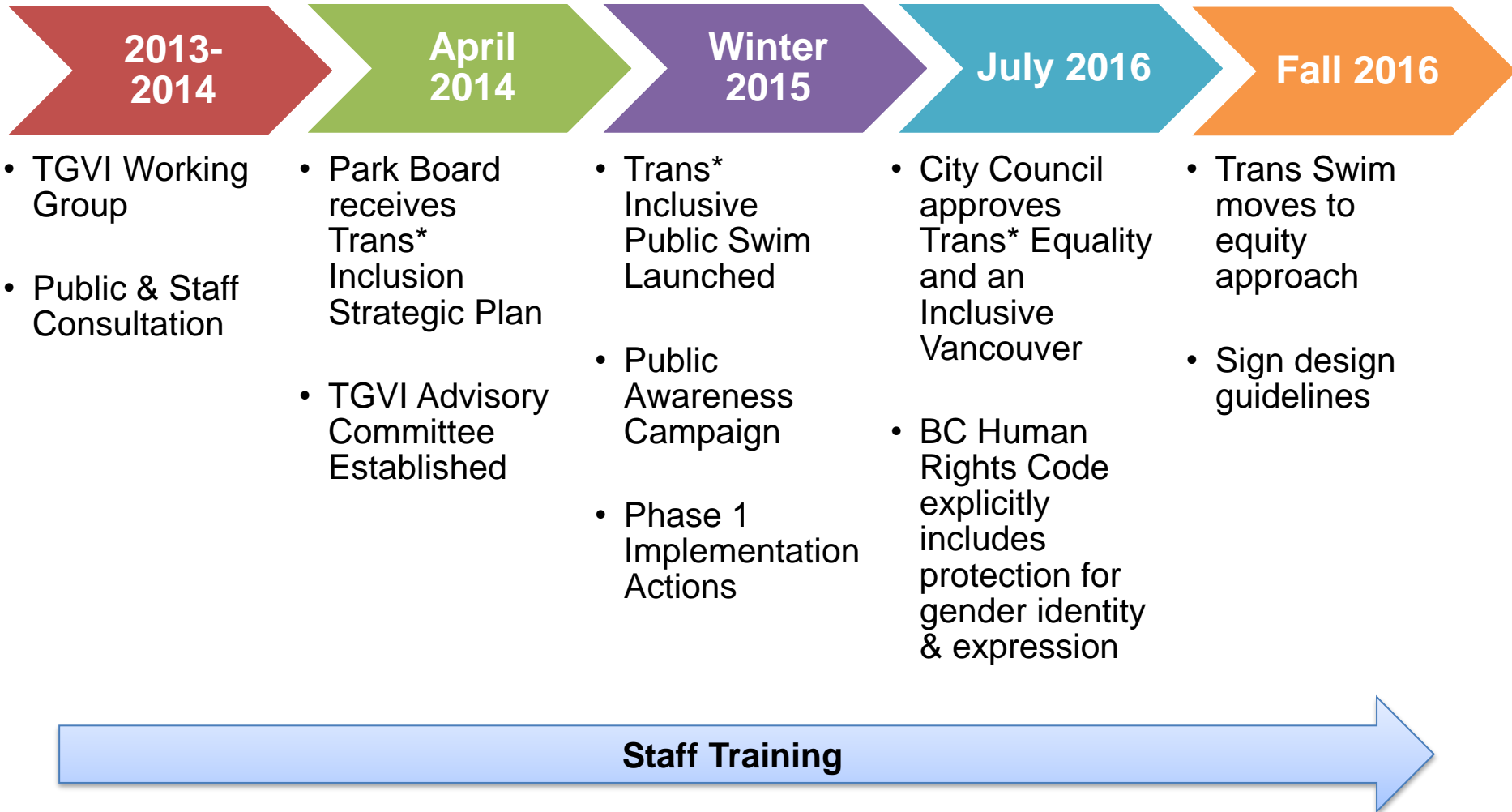
INCREASED BARRIERS FOR IMMIGRATION

Underemployment

THREAT OF VIOLENCE AND DISCRIMINATION BASED ON APPEARANCE (IN NAVIGATING PUBLIC SPACES)

CHALLENGES TO ACCESSING SAFE, STABLE **HOUSING**

Timeline



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**Summer
2017**

- Gender Inclusion Facilitators hired

Fall 2017

- Outreach and partnerships w/ community agencies
- TGVl changed to Trans, Gender Diverse & Two-Spirit Inclusion (TGD2S)

Spring 2018

- TDG2S Inclusion Webpage
- TGD2S Survey Data Report
- TGD2S only Weight Room
- Partnerships
 - Cloudscape Comics
 - Urban Native Youth

**Summer
2018**

- Two-Spirit Pre-Pride Social

Staff Training

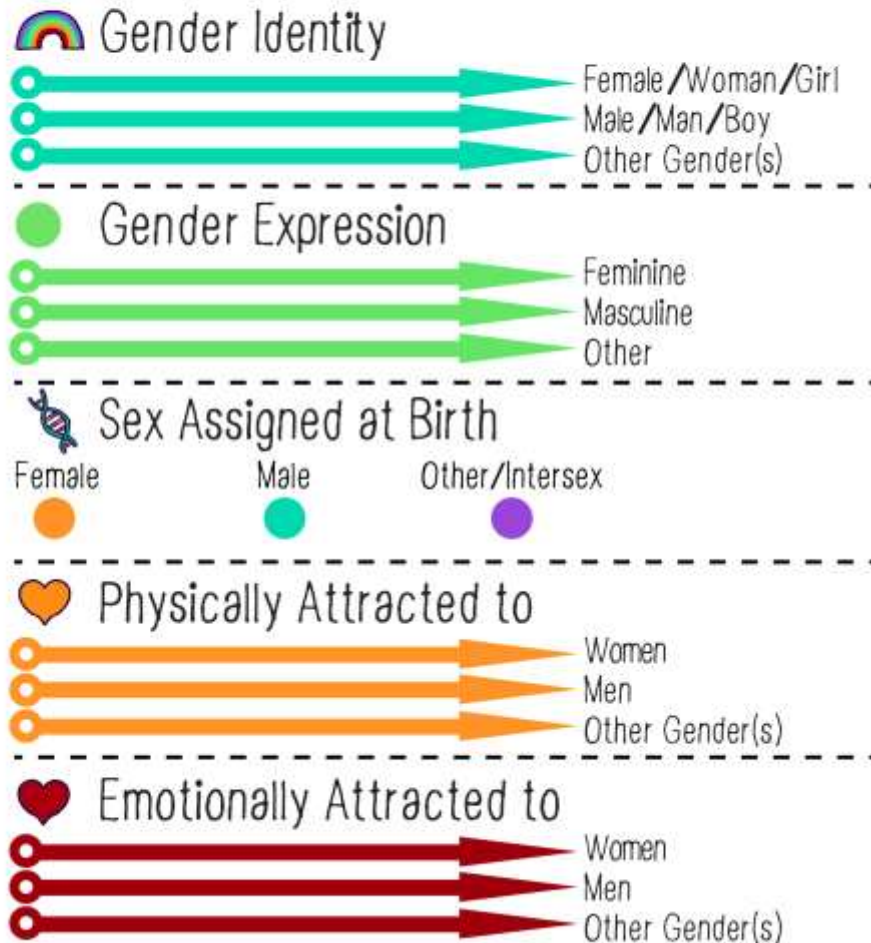
The Challenge



**When / where did you first learn about
your gender?**

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Definitions

Transgender	A person whose gender assigned at birth does not match their gender identity.
Gender Diverse	When a person's gender identity and/or presentation does not conform to culturally specific, gender-based expectations of a female-male binary system.
Cis Gender	A person whose gender assigned at birth matches their gender identity
Two-Spirit	Indigenous people who simultaneously manifest both a masculine and a feminine spirit

Duty to Accommodate

- **Cannot deny a service/facility that's available to the public**
- Nor discriminate based on gender expression or gender identity
- Just as you cannot discriminate because of
 - race, colour, ancestry, place of origin, religion, marital status, physical or mental disability, sex, sexual orientation

Trans, Gender Diverse and Two-Spirit Inclusion:

- Signage and literature
- Public spaces (including washrooms and change-rooms)
- Human-resource training and staff policies
- Programming
- Collaborative public and community partnerships

- In the beginning...

Communications	<ul style="list-style-type: none">• Public Awareness Campaign
Programming	<ul style="list-style-type: none">• Trans Inclusive Public Swim
Administration	<ul style="list-style-type: none">• Gender language (optional, more choices)• Process improvements
Staff training	<ul style="list-style-type: none">• Awareness• Conflict resolution
Signage	<ul style="list-style-type: none">• Washrooms, Change rooms

...(it's easy to stop here)¹⁷

■ Signage Guidelines

- Replaced gendered icons with text
- Changed to functional icons
- Changed “Family” to “Universal”
- Trans People Welcome along lower edge of signs



- Where we are now...

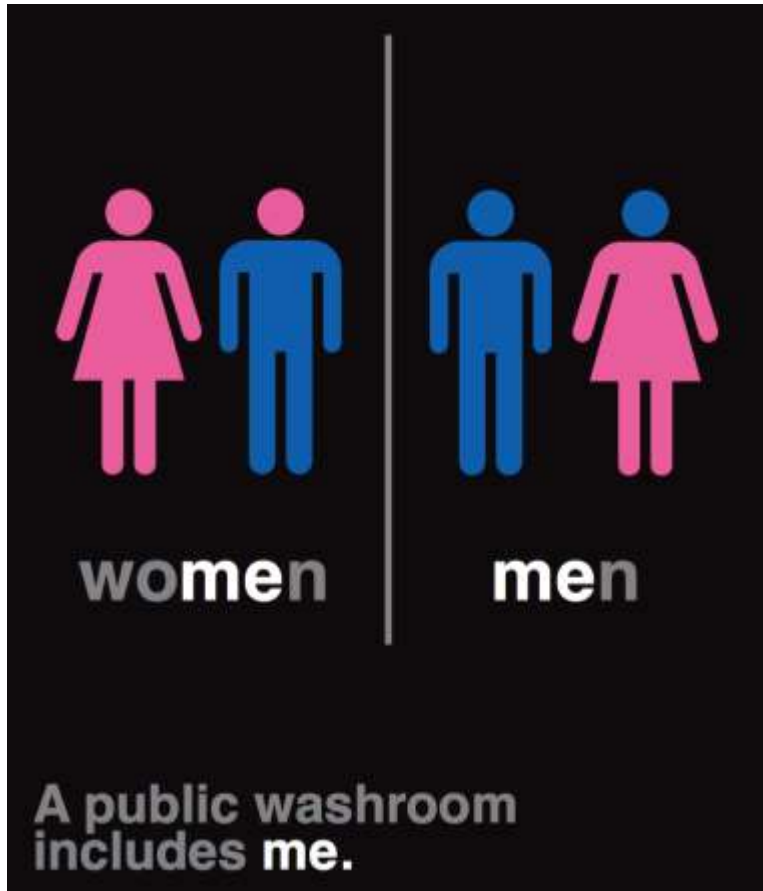
Community Engagement	<ul style="list-style-type: none">• Trans, Gender Diverse, and Two Spirit (TGD2S) Inclusion Steering Committee• Staff Facilitators - TGD2S Inclusion
Culture Change	<ul style="list-style-type: none">• Challenging the 'inclusion' status quo• Addressing systemic, ingrained systems that are gender binary• Gender neutral language
Programming	<ul style="list-style-type: none">• Program names and descriptions• Instructor protocols• Equity model

- Parks and Recreation for all

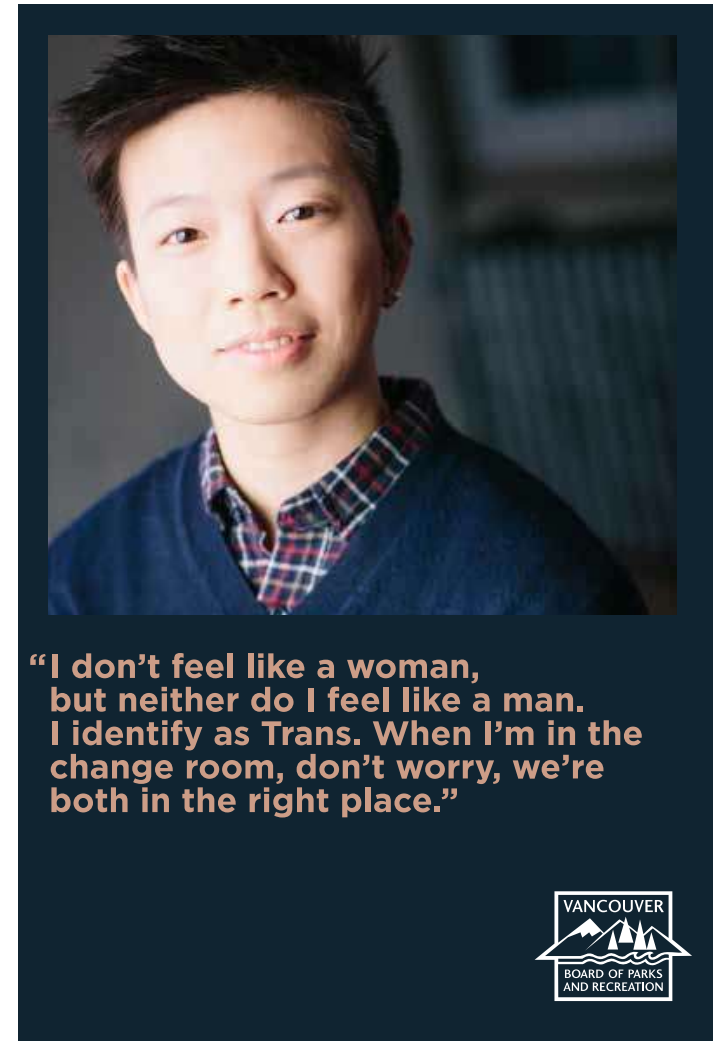


■ Guiding Principles

- Community & Staff authentic engagement
- Process not pre-determined
- Developed collaboratively and iteratively
- Importance of active listening & openness to learning



Before Engagement



After Engagement

- **It's about customer service and true inclusion**
- By addressing specific needs, there is benefit for all
- The hardest work is in the culture change; bring people along and lead the way
- Engage and link the community with decision makers
- Sometimes it's an equality model, other times it's an equity model

Question for you:

Where will you start?

Questions for us?



■ Gender Inclusion Facilitators

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- Josie Pearce josie.pearce@vancouver.ca

■ Coordinator Access and Inclusion

- Paul Czene paul.czene@vancouver.ca

[Vancouver.ca/tgd2s-inclusion](https://vancouver.ca/tgd2s-inclusion)

